I MEF Personnel Turbulence

(Understanding the factors driving personnel turbulence)

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Status of Forces: (as of 13 March 2012)

DIV	
O/H	24,061
FAP/CAP	757
DWELL	2,657
T2P2	3,548
PTP/CHOP	7,670
DEPLOYED	5,829
AVAIL TO SOURCE	3,600
% AVAIL	15%

MAW	
O/H	16,615
FAP/CAP	256
DWELL	1,925
T2P2	2,354
PTP/CHOP	2,528
DEPLOYED	3,109
AVAIL TO SOURCE	6,443
% AVAIL	38%

MLG	
O/H	9,337
FAP/CAP	138
DWELL	1,344
T2P2	1,278
PTP/CHOP	1,815
DEPLOYED	1,296
AVAIL TO SOURCE	3,466
% AVAIL	37%

MHG	
O/H	4,805
FAP/CAP	6
DWELL	895
T2P2	465
PTP/CHOP	949
DEPLOYED	758
AVAIL TO SOURCE	1012
% AVAIL	24%

I MEF Operational Commitments (IAs and small dets drawn from rear units are a major contributing factor to personnel turbulence)

-MEF FWD
-MEU's
-FET's
-MARCENT FWD
-GCSS
-ATC
-JMD
-UAE
-MVSD
-RCT 7
-R4OG
-MCLC(Fwd)
-FAPs/CAPs
-TECG
-KEY RESOLVE
-MDDOC
-ANSF
-BALIKATAN
-GLT
-JSOTF-P
-JPAC
-SOTF
- MAW FWD/DIV FWD/MLG FWD

Total Approximate Number of Personnel out of Primary Billet = 3,902 (1151 SNCOs and

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- Current Leaders/Led ratios are:
  - FWD (DIV 1:12; MAW 1:6; MLG 1:14; MHG 1:13).
    - Minimal turbulence for stabilized units.
  - MAIN (DIV 1:17; MAW 1:8; MLG 1:17; MHG 1:13).
    - Despite the Leader to Led ratios, numbers can be deceptive and leadership turnover in the Rear is significant.
    - Majority of Ad-Hoc/IA requirements provided by non-stabilized units.
    - Behavior health issues greater in the Rear and for non-stabilized units.
- Turbulence challenges:
  - 1/3 of the force rotates annually (PCS/PCA/EAS).
  - Additional 1/3 of the force in the Rear changes billet assignments.
  - Units deploying forward nearly always larger than its S/G structure.
  - PCAs/PCSs prior to R+90 occurring at all MSCs (augments).
  - Specific MSC Challenges.
    - MLG (Ad Hoc nature; base structure).
    - MHG (similar to MLG in Ad Hoc nature).
    - Wing (Non-flying units; flying units with new platforms).
    - Div (CEBs; high percentage of combat arms MOSs for deploying dets/IAs).

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- Nearly every deploying unit requires augments.
- Training time (before and after deployments).
- HD/LD mission analysis and dwell.
- Summer PCS gap will add risk for some I MEF Main, MSCs, and non-stabilized units.

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Recommendations:

- When feasible, allow more FY crossover extensions (EAS) and limited extensions of key leaders to cover gaps. Better consultation between with Cmdrs before PCS orders issued.

- Need for further analysis of behavioral health issues (SIRs/8-day; what did the first two levels of leadership look like for that Marine). Recommend a study.

- Greater utilization of RC (to fullest extent possible).
  - Serves as shock absorber; fills a requirement that leaves current leader in place.
  - I MEF reduced by 2/3s of RC augmentation this year; dramatic effect.

- The I MEF enforcement of redlines for leadership in Rear and non-stabilized units conflicts with HQMC staffing priorities.

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Questions